

## FROM THE DIRECTOR ACQUISITION CAREER MANAGEMENT OFFICE

After celebrating our own exciting first decade, I was pleased to join in recognizing the Army Acquisition Executive Support Agency's (AAESA's) first decade of success as it celebrated its 10th anniversary on May 1, 2000. I was delighted to have been part of more than 100 luncheon guests who participated in paying tribute to AAESA's accomplishments during the past 10 years. Congratulations AAESA and my best wishes for another decade of success!

During my travels, I am frequently asked what we can do to create a professional career path for our noncommissioned officers (NCOs) working in contracting. Creating a new NCO career field is certainly no easy task. We recently took what we consider the first big step in developing a contracting military occupational specialty (MOS) for our NCOs. CW2 Cevilla Mosby has been assigned to the Acquisition Career Management Office with duty in the Total Army Personnel Command's Enlisted Personnel Management Directorate. Her primary responsibilities include development, implementation, and monitoring of career development policies and programs for NCOs performing contingency contracting duties and warrant officers performing special qualification identifier duties. CW2 Mosby has hit the ground running, and we are excited about the potential for expanding our involvement with and support to the operational forces. She can be contacted at [mosbyc@sarda.army.mil](mailto:mosbyc@sarda.army.mil).

Under our new regional framework, career managers are available to provide you with "help-desk" support. A contact list with all Acquisition Career Managers is on the Army Acquisition Corps (AAC) home page at

<http://dacm.sarda.army.mil/contacts/CareerManweb.htm>.

I also encourage you to visit the AAC home page for the latest information on acquisition career management. Last summer I emphasized the importance of updated personnel files. This continues to be true. FY01 Colonel/GS-15 Project Manager/Acquisition Command Board results are in this issue on Pages 38-39. You will notice that because of the competitiveness for command, AAC officers and civilians must pay close attention to the components of their board files to ensure accurate and updated information is provided.

Among the benefits of being a member of the Army Acquisition Workforce is being able to take advantage of excellent educational opportunities and degree programs. The Office of the Deputy Under Secretary of Defense for Acquisition Reform now offers workforce members online courses, and the Naval Postgraduate School offers an excellent distance learning program. The *Acquisition Education, Training and Experience (AETE) Catalog* is accessible on the AAC home page at <http://dacm.sarda.army.mil> (click on **Career Development**). The AETE Board will have selected the individuals to participate in the Operational Experience Program by the time you read this issue. To read about one individual's operational experience, see MAJ Matthew T. Riordan's article on Pages 26-27.

The Year Group (YG) 01 Competitive Development Group (CDG) 3-year program will be formally kicked off during an orientation session the week of Aug. 7, 2000, in the National Capital Region in Springfield, VA. This year's orientation will include a graduation ceremony for the first CDG class, YG97. The CDG Program remains at the center of our initiatives to develop multifunctional, broad-based, flexible leaders for the future Acquisition Workforce. Real evidence that our leaders value the attributes gained through the CDG Program is the fact that 17 of the 25 YG97 selectees were promoted to leadership positions even before they completed the program. Be sure to read the feature article on the CDG Program orientation in a future issue of *Army AL&T* magazine.

As you know, the AAC celebrated its 10th anniversary in October 1999 with a ball and associated ceremonies. We plan to continue the tradition again this year. This year's Annual Acquisition Ball will be held at the Fort Belvoir Officer's Club. Once again, the event will coincide with the annual meeting of the Association of the United States Army. To find out more about this dress blue/black tie event, contact LTC Greta Lehman at [lehman@arda.army.mil](mailto:lehman@arda.army.mil).

**COL Roger Carter**

**Director**

**Acquisition Career Management Office**

## Online Graduate And Undergraduate Courses

The Office of the Deputy Under Secretary of Defense for Acquisition Reform (ODUSDAR) is offering Acquisition Workforce members an opportunity to take courses online through several educational institutions. These are traditional college courses that adhere to conventional grading, writing, and other procedures. Specific programs and colleges may have different requirements. The start and end dates are definite, and when students enroll, they are expected to finish all program credit hours. All courses are conducted in conjunction with the college or university's academic calendar. Announcements by Acquisition Career Managers (ACMs) will provide more detailed information.

Priority will be given to individuals requiring business courses to become Corps Eligible or those in critical acquisition positions who lack the required business credits. The target audience is civilians GS-11 through GS-15 (or payband equivalent) and O-3 through O-6 military officers.

Funding for the student's application fee to the college and the cost of tuition will be provided by DOD. Students must pay for their own textbooks.

Interested individuals should contact their ACM. For a listing of ACMs, go to <http://dacm.sarda.army.mil/contacts/CareerManweb.htm>.

## Naval Postgraduate School Update

Among the benefits of being a member of the Army Acquisition Workforce is the opportunity to earn a master's degree through the Naval Postgraduate School (NPS) distance learning and resident acquisition programs. The Army Acquisition Corps (AAC), which sponsors the NPS Master of Science in Program Management (MSPM 836) distance learning program, also now sponsors the Master of Science in Contract Management (MSCM 835) distance learning program for the Army. The MSCM 835 distance learning

# CAREER DEVELOPMENT UPDATE

program focuses on management skills in an acquisition environment. Additionally, the AAC sponsors two resident acquisition degree programs in Acquisition and Contract Management (815) and Systems Acquisition Management (816).

The Office of the Deputy Assistant Secretary of the Army for Procurement implemented the MSCM 835 program at Fort Monmouth, NJ, in September 1999. Six individuals are participating in the 27-month program. The curriculum consists of 50 credit hours completed in 9 quarters. For the first eight quarters, classes are held via video teleconferencing with the classroom in Monterey, CA. The last quarter of the degree program is completed through an accelerated 8-week session in residence at NPS in Monterey. The curriculum satisfies the mandatory Defense Acquisition University contracting course requirements of the Defense Acquisition Workforce Improvement Act.

A briefing on the MSCM 835 program for prospective students was held in April 2000 to expand the program at Fort Monmouth. Another briefing was held in May 2000 to inaugurate the program in Huntsville, AL. One-on-one counseling sessions were also provided to explain the application process and to allow prospective students to ask questions. The Acquisition Education, Training and Experience Board (AETE) will convene August 15 to review applications and select participants for the program. Individuals interested in more details on MSPM 835 should refer to the AETE Catalog table of contents in the **Career Development** link on the AAC home page at <http://dacm.sarda.army.mil/>. Scroll down to the **Educational/Academic** section in the table of contents. Application procedures are also provided at this site.

## AAESA Celebrates 10th Anniversary

A luncheon marking the 10th anniversary of the Army Acquisition Executive Support Agency (AAESA) was held May 1, 2000, at the Fort Belvoir, VA, golf facility. More than 100 attendees joined hostess Karen A. Walker, AAESA Director, in celebrating a decade of success. Among the special guests in attendance were LTG William H. "Bud" Forster (USA, Ret.), former Military Deputy to then Assistant Secretary of the Army for Research, Development and Acquisition; and COL James A. Thomas Jr. (USA, Ret.) and LTC Adolph H. Ernst III, both former AAESA Directors.

COL Roger L. Carter, Acting Deputy Director, Acquisition Career Management; and Director, Acquisition Career Management Office; presented welcoming remarks and introduced guest speaker Keith Charles, Director, Future Workforce and Career Development, Office of the Secretary of Defense. Charles used a historical perspective to recall significant events in AAESA's growth. He congratulated all those who contributed to the agency's accomplishments during the past 10 years and wished continued success in the future.

On May 1, 1990, AAESA was established as a staff support agency under the Office of the Army Acquisition Executive (AAE), HQDA. Today, AAESA serves as the AAE's agent for achieving military supremacy through acquisition life-cycle management of major and significant nonmajor weapon and information systems. The strategic plan is to research, develop, test, evaluate, produce, field, and sustain the best weapon and information management systems; maintain a trained, motivated, and experienced Acquisition Workforce; and provide an integrated network of information systems that deliver a seamless flow of data to customers.

In closing remarks, Carter paid tribute to the present and former AAESA directors and applauded their contributions that resulted in AAESA's success.

## FY02 Congressional Fellowship Program

Headquarters, Department of the Army (HQDA) has announced that the FY02 Congressional Fellowship Program will be conducted August 2001-December 2002. This program offers top Army officers an outstanding opportunity to receive valuable training and experience by serving as staff assistants to members of Congress. Fellows are typically given responsibility for drafting legislation, arranging Congressional hearings, writing speeches and floor statements, and briefing Congressional members for committee deliberations and floor debates.

The Acquisition Management Branch, U.S. Total Army Personnel Command (PERSCOM), will conduct a review board Sept. 12, 2000, to nominate Army Acquisition Corps officers for the program. The Army Congressional Fellowship Selection Board will then review the list of nominees Dec. 12, 2000, and make final selections.

To be eligible for the program, officers must meet the following criteria:

- Hold the rank of major or lieutenant colonel with no more than 17 years Active federal commissioned service as of Jan. 1, 2001;
- Be a graduate of Command and General Staff College (resident or nonresident);
- Be branch qualified at current rank;
- Meet height and weight requirements in accordance with Army Regulation (AR) 600-9, *The Army Weight Program*; and
- Have no adverse actions pending.

The Congressional Fellowship Program begins with an August-December 2001 HQDA orientation and attendance at the Force Integration Course and a variety of meetings and seminars. Following the orientation, fellows complete a classroom phase and then serve as staff assistants to members of Congress from January-December 2002. After completing the program, officers will incur an Active duty obligation of approximately 51 months (per AR 350-100) and then serve a 2-year utilization assignment in a position that requires knowledge of Congressional activities.

To apply for the FY02 Congressional Fellowship Program, officers should complete DA Form 4187, *Personnel Action*, requesting consideration. The form must be approved and signed by the individual's field grade supervisor or equivalent and forwarded by Sept. 6, 2000, to PERSCOM, ATTN: TAPC-OPB-E (Paula Bettes), 200 Stovall Street, Alexandria, VA 22332-0411.

Additional information on the Congressional Fellowship Program is available at the Office of Chief of Legislative Liaison Web site at <http://www.hqda.army.mil/ocll>.

## AMB Personnel Changes

The U.S. Total Army Personnel Command (PERSCOM) Acquisition Management Branch (AMB) recently bid farewell to five officers and welcomed six new ones.

The following personnel departed the AMB staff:

*LTC Paul Myrick* departed AMB for an assignment in the Program Executive Office for Tactical Missiles, Redstone Arsenal, AL.

*MAJ John Masterson* was selected as a Congressional Fellow and continues to reside in the Military District of Washington (MDW).

*MAJ Steven Decato* began a Training With Industry assignment in the MDW area.

*MAJ Thomas Deakins* was selected for advanced civil schooling and is now attending Webster University.

*MAJ James Norris* departed AMB for an assignment with the Defense Contract Management Agency, Lockheed-Martin, Dallas, TX.

The following personnel joined the AMB staff:

*MAJ James Simpson* reported to AMB following attendance at the Command and General Staff College, Fort Leavenworth, KS. His previous acquisition assignments include Chief, Osan Contracting Office and Contingency Contracting Officer, Fort Campbell, KY. Simpson's new position is Lieutenant Colonels Assignment Officer for year groups (YGs) 81-84.

*MAJ Neil Thurgood* served formerly at the Simulation, Training and Instrumentation Command, Orlando, FL, where he was Assistant Product Manager for Aviation Training Systems. Thurgood's position in the AMB is Majors Assignment Officer for YGs 80-87 (last names beginning with letters A-K).

*MAJ Jeff Gabbert* joined the AMB staff following an assignment at the Aviation and Missile Command, Redstone Arsenal, AL, where he served as Apache Assistant Project Manager. His previous acquisition experience includes assignment as Chief, Logistics Support Branch, Defense Supply Center, Philadelphia, PA. Gabbert is serving as Majors Assignment Officer for YGs 80-87 (last names beginning with letters L-Z).

*MAJ Jon Rickey* came to AMB following an assignment as Test Officer at the Army Test and Evaluation Command, Fort Hood, TX. Rickey is currently serving as Majors and Captains Assignment Officer for YGs 88-89.

*MAJ Phillip Viersen* is a recent graduate of the Command and General Staff College, Fort Leavenworth, KS. His previous acquisition experience includes assignment as Computer Staff Officer, Defense Information Support Agency, Reston, VA. Viersen is the new AMB Distribution Manager.

*CPT Mo Gutierrez* reported to AMB from Fort Carson, CO, where he was a Cavalry Troop Commander. His AMB position is Majors and Captains Assignment Officer for YGs 90-93.

## FY01 Colonel/GS-15 PM/Acquisition Command Board Results

The Acquisition Management Branch (AMB), U.S. Total Army Personnel Command, recently completed an analysis of the FY01 Colonel (COL)/GS-15 Project Manager (PM)/Acquisition Command (AC) Board results and overall command opportunity for Army Acquisition Corps (AAC) officers and civilians. Results and

possible trends are summarized below. The FY01 Lieutenant Colonel (LTC)/GS-14 PM/AC Board results were still being staffed at the time this article was written, and the analysis of those results will be in the next issue of *Army AL&T*.

### Overall Results

Board members reviewed the files of 76 AAC members. These files included 32 Active duty officers and 44 civilians. From this population, the board selected 28 principals and revalidated one officer for PM and AC assignments. Of the 28 principals selected, 5 were civilians. This is the largest number of civilians selected for command by an AC board since the Army began holding "best-qualified" boards in 1996.

### Who Got Selected?

- Twenty-two (95.6 percent) of the 23 Army officers selected as principals were selected on their first time considered. Of the five civilian selectees, two are currently serving as PMs and were selected for a second project; the other three civilians are current or former PMs.

- All of the officers and civilians selected have advanced degrees.

- Sixteen of the officers selected and one of the civilians selected are Senior Service College (SSC) graduates, five of the officers are SSC selectees, and one officer is currently enrolled in the SSC distance learning education course.

- Twenty-seven (97 percent) of the 28 principals selected for COL/GS-15 acquisition command served as LTC/GS-14 PM/commanders. Two of the civilian AAC members are currently serving as career selection list GS-15 PMs. The other three civilians selected are current or former PMs. The only officer selected without previous PM experience was in the Army Medical Department category.

### General Observations

The file quality of PM/command selectees continues to be high. Competition is tough for these key positions. Generally, officers are selected for COL/GS-15 PM/command assignments the first or second time considered after successful completion of SSC and LTC/GS-14 PM/command assignments. For civilians to be competitive for PM/command assignments, previous program office experience coupled with LTC/GS-14 PM/command assignments continues to be the most important combination. However, there is no evidence that consecutive or repetitive program office tours better qualify an individual for PM selection. On the contrary, a successful PM tour, coupled with successful performance in a major headquarters, is a common formula for PM selection. Contracting officers require extensive contracting training and experience in pre-award and post-award contracting along with a very successful contracting command. Again, success in a major headquarters enhances overall file strength toward selection.

### Additional Information For Officers

Prior to future PM/command boards, it is imperative that officers take the time to personally "scrub" their Officer Record Brief (ORB) and microfiche to ensure accurate information is conveyed to board members. Before the board meets, AMB sends a packet to each officer in the zone of consideration. This packet includes an ORB, a microfiche request form, and a checklist. Officers should use this packet to prepare their file for the board. The photo is an important part of the board file and officers should consider getting a new photo if theirs is more than 3 years old. Prior to taking a new photo, officers should check their awards, branch, U.S. insignia, etc. Attention to detail makes a difference.



# CAREER DEVELOPMENT UPDATE

This was the first year the Electronic Command Preference sheet was used to submit preferences through the Internet. About 97 percent of the officers used the Electronic Command Preference Sheet. This online process appears to be a great success. The goal is to incorporate competing AAC civilians into the process for the FY02 Command Board.

## Additional Information For Civilians

Civilians should also ensure their board application package is complete. Special attention should be given to the accuracy of the Acquisition Career Record Brief (ACRB). Dates reflected on the ACRB should match dates shown on DA Form 2302, *Civilian Qualification Record*. Acquisition Career Managers will help ensure that "clean" ACRBs are in each board file. Any discrepancies in the record (such as missing evaluations) should be explained.

## Summary

The file quality of the FY01 PM/AC selectees was very high. Because of the competitiveness for command, AAC officers and civilians must pay close attention to the components of their board files to ensure accurate information is presented for board members to make an informed decision. The trend continues to be for command boards to select acquisition professionals with a diverse acquisition background coupled with a successful LTC/GS-14 PM/AC assignment.

### FY01 COL/GS-15 PM/AC Selectees

#### Project Manager

Rank/Grade	Name	Branch/Series
LTC(P)	Cole, Thomas M.	FA
COL	Danley, David L.	MED
GS-14	Davis, Debra	340
LTC(P)	Dellarocco, Genaro J.	QM
GM-14	Flamm, Kevin J.	340
GS-14	Frazier, Carlyn	340
COL	Grobmeier, John R.	FA
LTC(P)	Haynes, Jacob N.	TC
LTC(P)	Holmes, Sharon L.	MI
LTC(P)	Johnson, Theodore E.	IN
LTC(P)	Johnson, William R.	AR
LTC(P)	Jones, Mark W.	FA
LTC(P)	Justice, Nickolas G.	AG
LTC(P)	Kotchman, Donald P.	OD
LTC(P)	Lake, William G.	AV
COL	McChesney, Michael K.	OD
GS-15	McElveen, Wesley	340
LTC(P)	Ogg, Robert D.	AR
LTC(P)	Reyenga, Robert L.	FA
GS-15	Winkler, Gary	340

### Acquisition Command

Rank	Name	Branch
COL	Barnes, Robert S.	AD
LTC(P)	Brown, Mary K.	OD
LTC(P)	Cripps, David B.	AV
LTC(P)	Leach, Kim C.	QM
LTC(P)	Jorgenson, Charles H.	OD
LTC(P)	Miller, Gregory S.	QM
LTC(P)	Sans, Luis D.	AD
COL	Wargo, James D.	OD
LTC(P)	Petty, Frank S.	AV

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- Civilian members of the Army Acquisition Workforce must submit address changes to their Civilian Personnel Advisory Center (CPAC).
- Active duty military personnel must submit address changes to their Military Personnel Office (MILPO).
- Army Reserve personnel must submit address changes to the U.S. Army Reserve Personnel Command (ARPERSCOM) in St. Louis, MO.
- National Guard personnel must submit address changes to the Army National Guard Acquisition Career Management Branch at [perkindc@ngb-arng.ngb.army.mil](mailto:perkindc@ngb-arng.ngb.army.mil) or call DSN 327-7481 or (703) 607-7481.

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